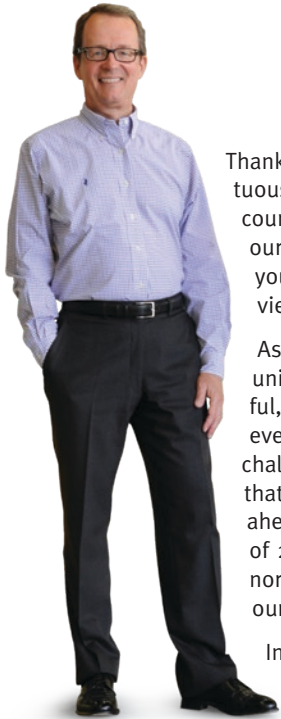




PUBLISHED FOR EMPLOYEES OF SANDMEYER STEEL COMPANY



A MESSAGE from the President

Thank goodness, we are nearing the end of a tumultuous 2020. COVID-19, social unrest, and a polarized country dominated our news and, in some respects, our lives in 2020. What a year. If you're like me, you are looking forward to seeing 2020 in the rear-view mirror!

As a result of COVID-19, our business has faced unique challenges this year. It has been stressful, frustrating, and financially difficult. Because everyone has stepped up, I think we have met the challenges as well as any company. Thank you for that! While a difficult period of months still looms ahead, I am confident that by the second half of 2021, we will be well on our way to a return to normalcy in our lives and improving conditions in our business.

In times like these, the non-profit organizations who provide services to those in need in our community are more important than ever, as the need is so great. COVID-19 has forced us

to suspend our **SANDMEYER Serves** volunteer days-of-service events in 2020. But we continue our financial support to these charities through the Sandmeyer Steel Company Foundation. A list of the charities who have benefitted from our support through the years is included in the center spread of this newsletter.

The upcoming holidays will be the next challenge we all face. Typically a time for gathering with friends and family, the surge in the spread of COVID-19 will require us to rethink those plans for 2020. As hard as it will be to eliminate or restrict these traditional holiday festivities, it's the right thing to do as we try to protect our own health and the health of those with whom we come in contact.

We will be distributing Acme gift cards for Thanksgiving and Christmas this year instead of our traditional turkey baskets. Unlike the turkeys, the gift cards won't perish and can be saved to be used when gathering together is safe again sometime next year. One tradition that won't change is our holiday season paid time off. Thanksgiving, Christmas, and New Year's will include 9 paid holidays this season, with 11 consecutive days off with weekends between Christmas Eve and New Year's.

Together we'll get through this. Every day that passes is a day closer to better times in 2021. Have a safe and healthy holiday season! 🍀

Ron Sandmeyer

Labor Day Luncheon

Donned with face masks, clipboards in hand, and a pushcart in tow, **Terrill Bohnsack, Ed Kicak, and Rod Sandmeyer** distributed lunch to the employees working in both buildings for the Labor Day holiday. Lunch included an assortment of hoagies, chips, soda, and cookies for dessert. In addition to the food, we all received face masks with the SSC logo imprinted on them. Thumbs up for another delicious lunch.



SANDMEYER STEEL COMPANY
Employee Recognition Day

Employee Recognition Day
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WE SALUTE

Employees Celebrating Milestones
(September – December 2020)

40 Years of Service

Ronald P. Sandmeyer, Jr......President and
Chief Executive Officer

25 Years of Service

David C. Zwanetsky Senior Maintenance Technician

20 Years of Service

Kevin F. Wolf....QA Inspector and Handler–Raw Material

10 Years of Service

Thomas J. Tobin District Sales Manager

5 Years of Service

Marcus A. Howard District Sales Manager

2 Years of Service

Alexander Gomez CNC Operator

PROMOTIONS

Congratulations to the following employee on his promotion:

Edward M. McCrossan, who has been promoted to the position of *CNC Programmer*.

WE REGRET

It is with much sadness that we share the news of the death of retiree **Emery Gardosh** on July 22, 2020. As many of you remember, Emery was our Manager – Quality Assurance and Engineering at the time of his retirement in 2003 after 39 years of service.

Also, it is with much sadness that we share the news of the death of retiree **Frank Geiger**, father of **Mike Geiger** and brother of retiree **Jerry Geiger**, on October 27, 2020. As many of you know, Frank started at Sandmeyer Steel Company in 1959 and retired as Plant Manager in 1999 after 40 years of dedicated service.

SAFETY SUGGESTION

January – November 2020.
The following Safety Suggestion was approved.

Frank Kelly – Place a spotlight in the parking lot at the PVZ Building. \$50 VISA gift card.

EMPLOYEE PROFILES

Name: Lloyd (Sonny) Brisbon
Title: Supervisor
– PvZ Building
– Day
Years of Service: 5



MY FIRST JOB: My very first job after the Army was a dishwasher at a restaurant on South Street. My first job at Sandmeyer Steel Company was a CNC operator.

EDUCATION: William Penn High School (GED).

HAPPIEST DAY OR DAYS OF MY LIFE: The happiest days of my life were the days my kids were born.

HOBBIES: Computer games and going to the gun range with my oldest child.

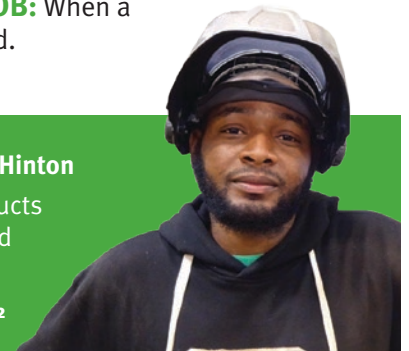
FAVORITE CHILDHOOD MEMORY: Roller skating with my cousins on Saturdays.

I'M LOOKING FORWARD TO: My youngest graduating from college.

I BELIEVE STRONGLY THAT: All people are created equal.

BEST PART OF MY JOB: When a project gets completed.

Name: Braheem M. Hinton
Title: Formed Products
Processor and
Welder
Years of Service: 2½



MY FIRST JOB: Working as a dishwasher in a diner.

EDUCATION: Graduated high school and welding school and attended carpentry classes for 13 months.

HAPPIEST DAY OR DAYS OF MY LIFE: When I bought my first house.

HOBBIES: I like to wash cars.

FAVORITE CHILDHOOD MEMORY: Watching Saturday morning cartoons with my grandmom.

I'M LOOKING FORWARD TO: The future and whatever it may bring.

I BELIEVE STRONGLY THAT: Good people get rewarded for doing good things.

BEST PART OF MY JOB: My coworkers.

SANDMEYER STEEL COMPANY SCHOLARSHIP PROGRAM

Where Are They Now?

To honor our early leaders, we established the Sandmeyer Steel Company Scholarship Program in 2008. Scholarships of \$1,000 per year were established in honor of **Ronald P. Sandmeyer, Sr.**, **Robert G. Sandmeyer**; and **Paul L. von Zech**. Twenty-eight children of Sandmeyer Steel Company employees have been granted scholarships totaling \$79,000 to help further their college, technical school, or trade school education.

So, how has our investment in these young people worked? To learn more, we reached out to the Shah family—Raja and his three children: Bhumi, Avni, and Alay. Combined, they received scholarships for eight academic years starting with Bhumi in 2009-2010 and ending with Alay in 2016-2017.

Bhumi received a scholarship in the program's second year, but as a senior at Temple University she was only able to participate one year. At Temple she studied biochemistry with a minor in business administration. After college she started her career in pharmaceutical quality, gradually working her way into supply chain management. She currently works in project management at Campbell's Soup bringing new products to market and developing the supply chain to support those products. Bhumi is also the proud mother of Saavni, a 2½ year-old little girl, to whom Raja is the doting grandfather, or "Nana" as they call him, helping when needed.



Avni received scholarships for all four college years at Penn State, earning a degree in secondary education in mathematics and later earning her master's in school leadership at Temple. After college, she started her career as a math teacher, later expanding her responsibilities to include diploma program coordinator. She currently works for Pennsylvania Training and Technical Assistance Network (PaTTAN) as an educational consultant helping school districts and teachers set up computer science departments. Avni is proud to be following in the footsteps of her grandfather, Raja's dad Chimanlal, who was an educator in their home village in India.



Alay also received four years' worth of scholarships while at Temple, where he studied biology and sociology of health, exploring the city in whatever spare time was available. He is currently a fourth-year medical student at the University of Massachusetts Medical School, working with the "real doctors with real patients" in the local hospital setting. Alay is also in the daunting process of applying and interviewing for post-med school residency programs in surgery, made all the more daunting by the pandemic and the requirement for virtual/Zoom interviews rather than face-to-face, on-site interviews and visits.



How did the Sandmeyer Steel Scholarship Program help you achieve your goal?

Receiving the Sandmeyer scholarships allowed Bhumi to attend summer classes and helped her complete her minor in business administration; it allowed Avni to live on campus and study one semester away in Pittsburgh; and the scholarship helped Alay to broaden his education by taking courses outside his pre-med major requirements.

Each of them learned some important lessons during their years in college including self-sufficiency and the value of hard work, and, as Bhumi says, "It is important to know who you are." Avni and Alay both commented that life is full of challenges, mistakes, and obstacles that helped them develop strength and resilience and the ability to embrace and overcome the challenges. They all have learned the importance of people skills and communication, whether one is a doctor (to be!), a teacher and consultant, or a project manager at a Fortune 500 company.

What advice would you give to today's students/scholarship recipients?

Again, embrace your mistakes and learn from them, recommends Avni. Alay's sage advice is to "Stay focused, stay balanced, and stay humble." And Bhumi suggests never losing sight of your goals and where you want to be in 10 years to help you continue the hard work.

We are proud of Raja and his three children and what they have been able to accomplish, and we thank them for sharing their stories for the *Sandmeyer Steeline*. We are also proud that we have played a small part in helping them with their success by offering the Scholarship Program. This should serve as a reminder to all the college-age children and grandchildren of our full-time employees of the funding offered by the program and how funding combined with hard work and dedication can help them achieve their goals!

Contributed by Rodney C. Sandmeyer

SANDMEYER STEEL COMPANY BENEFITS PARADE

WELLNESS

As part of the Sandmeyer Wellness Program, Sandmeyer Steel Company offered a Flu Clinic once again this year. On Friday, September 18, 2020, a pharmacist from Rite Aid Pharmacy administered 44 flu vaccinations to our employees and offered the shingles and pneumonia vaccines as well. All social distancing procedures were followed accordingly by both the pharmacist and employees.

According to the CDC (Center for Disease Control), getting a flu vaccine is more important than ever during 2020-2021 to protect yourself, your family, and your community from the flu. A flu vaccine this season can also help reduce the burden on our healthcare systems responding to the COVID-19 pandemic and save medical resources for care of COVID-19 patients.

Influenza (Flu) and COVID-19 are both contagious respiratory illnesses, but they are caused by different viruses. COVID-19 is caused by infection with a new coronavirus (called SARS-CoV-2), and flu is caused by infection with influenza viruses.

There are some key differences between flu and COVID-19. COVID-19 seems to spread more easily than flu and causes more serious illnesses in some people. It can also take longer before people show symptoms, and people can be contagious for longer. Another important difference is there is a vaccine to protect against flu. There is currently no vaccine to prevent COVID-19.

The best way to prevent infection is to avoid being exposed to the virus by social distancing, frequent hand washing, and properly wearing masks.



SANDMEYER STEEL COMPANY **FOUNDATION**

- ◆ A Woman's Place
- ◆ Abington Friends School
- ◆ Abington Memorial Hospital
- ◆ AJ Foundation for Children with Autism
- ◆ Albert Einstein Healthcare Network
- ◆ Aldersgate Youth Service Bureau
- ◆ Alpha Omicron Pi Foundation
- ◆ Alzheimer's Disease & Related Disorders Association
- ◆ Ambassador Foundation
- ◆ American Brain Tumor Association
- ◆ American Cancer Society
- ◆ American Diabetes Association
- ◆ American Heart Association
- ◆ American Lung Association
- ◆ American National Red Cross
- ◆ Americares
- ◆ America's 9-11 Foundation Inc.
- ◆ Amigos de Jesus
- ◆ Amyotrophic Lateral Sclerosis (ALS) Association
- ◆ Andrew McDonough B+ Foundation
- ◆ Animal Welfare Association Inc.
- ◆ Archbishop Ryan High School
- ◆ Audia Caring Heritage Association
- ◆ Autism Speaks
- ◆ BARC
- ◆ Barnes Foundation
- ◆ Bethel Fellowship Church "Be the Light" Foundation
- ◆ Bethesda Project
- ◆ Big Red One Living History Organization Inc.
- ◆ Boston University
- ◆ Boy Scouts of America
- ◆ Bridges Domestic & Sexual Violence Support
- ◆ Buckner Orphan Care International
- ◆ Bucks County Free Library
- ◆ Bucks County Opportunity Council
- ◆ C & S Patient Education Foundation
- ◆ California Community Foundation
- ◆ Camden Fireworks Inc.
- ◆ Camp Sunshine at Sebago Lake
- ◆ Camilla Hall
- ◆ Carrier Clinic Inc.
- ◆ Cathedral Soup Kitchen Inc.
- ◆ Catholic Charities Appeal
- ◆ Catholic Social Services
- ◆ Center for Family Services
- ◆ Children's Fresh Air Home
- ◆ Children's Hospital of Colorado Foundation
- ◆ Children's Hospital of Philadelphia
- ◆ Commemorative Air Force
- ◆ Community Hospice Foundation Inc.
- ◆ Community Welfare Council of Newtown Inc.
- ◆ ConKerr Cancer
- ◆ CORA Services
- ◆ Covenant House
- ◆ Cresskill Goodwill Corporation
- ◆ Cross International
- ◆ Daylesford Abbey
- ◆ Delaware Valley Golden Retriever Rescue Inc.
- ◆ Disabled American Veterans
- ◆ Doctors Without Borders USA Inc.
- ◆ Doylestown Health Foundation
- ◆ Easter Seals
- ◆ Ed Snider Youth Hockey Foundation
- ◆ Elizabeth Township Historical Society
- ◆ Family Missions Company
- ◆ Feast of Justice
- ◆ Feeding Florida Inc.
- ◆ Fellowship House of South Camden
- ◆ Feed the Children Inc.
- ◆ FLITE (Foundation for Learning in Tredyffrin/Easttown)
- ◆ Food Bank of Central and Eastern North Carolina
- ◆ Food for the Poor
- ◆ Foundation at the Manor
- ◆ Foundation for Free Enterprise Education
- ◆ Foundation of Morris Hall St. Lawrence Inc.
- ◆ Fox Chase Cancer Center
- ◆ Frederick W. Vanderbilt Garden Association
- ◆ Friends of the World Food Program Inc.
- ◆ Gilda's Club
- ◆ Give2Asia
- ◆ Gwynedd Mercy College
- ◆ Habitat for Humanity
- ◆ Hearing Loss Association of America
- ◆ Heart of Camden, Inc.
- ◆ Heartland Hospice Memorial Fund
- ◆ Holy Family University
- ◆ Hospice and Community Care
- ◆ Hospice of Lancaster County
- ◆ Hospice Foundation of America
- ◆ Houston Food Bank
- ◆ Houston Humane Society
- ◆ Hudson Alpha Foundation
- ◆ Humane Society of Genesee County
- ◆ Humane Society of the United States
- ◆ Injured Marine Semper Fi Fund
- ◆ Interfaith Caregivers of Haddonfield Inc.
- ◆ Irish Pub Children's Foundation Inc.
- ◆ Joseph's House of Camden

Celebrating \$1.2 Million of Gifts to These Worthy Charities!



- ◆ Johns Hopkins University
- ◆ Keith Thomas Perrymore Fund
- ◆ Kelly Ann Dolan Memorial Fund
- ◆ Kleinlife
- ◆ Lee and Aidan McMahon Foundation Inc.
- ◆ Leukemia & Lymphoma Society Inc.
- ◆ Library Company of Philadelphia
- ◆ Little League Baseball, Inc.
- ◆ Make-A-Wish Foundation of America
- ◆ Martin Luther King, Jr., National Memorial Project Maryville Inc.
- ◆ Mattie N. Dixon Community Cupboard Inc.
- ◆ McDonogh School Inc.
- ◆ McKeesport Area Education Foundation
- ◆ McKeesport Heritage Center
- ◆ Melanie Finley Ovarian Cancer Foundation
- ◆ MD Anderson Cancer Center
- ◆ Mercy Vocational High School
- ◆ Michael J. Fox Foundation for Parkinsons Research
- ◆ Montessori School
- ◆ Nashua Soup Kitchen and Shelter Inc.
- ◆ National Breast Cancer Coalition Fund
- ◆ National Museum of African American History and Culture
- ◆ National Multiple Sclerosis Society
- ◆ National Relief Charities
- ◆ National Urban League
- ◆ National Association for the Advancement of Colored People
- ◆ Network of Victim Assistance (NOVA)
- ◆ New York Public Library – Schomburg Center for Research in Black Culture
- ◆ Newtown Hall Theatre
- ◆ Norfolk State University
- ◆ Operation Smile Inc.
- ◆ Ovarian Cancer Research Fund
- ◆ Pancreatic Cancer Action Network
- ◆ Pan-Massachusetts Challenge Trust
- ◆ Parkinsons Unity Walk
- ◆ Pegasus Riding Academy
- ◆ Pennsylvania Ballet
- ◆ Pennsylvania Home of the Sparrow
- ◆ Pennsylvania School for the Deaf
- ◆ Pennsylvania State University
- ◆ Philabundance
- ◆ Philadelphia Futures
- ◆ Philadelphia Museum of Art
- ◆ Philadelphia Orchestra Association
- ◆ Philadelphia Ronald McDonald House
- ◆ Police Athletic League
- ◆ Puzzle Pieces Squared
- ◆ Roman Catholic High School
- ◆ S. June Smith Center
- ◆ Sacred Heart School of Camden
- ◆ Salvation Army
- ◆ Samaritan's Purse
- ◆ Save the Children Federation Inc
- ◆ Seeing Eye Inc.
- ◆ Shriners Hospitals for Children
- ◆ Smile Train
- ◆ Social Ministry Soup Kitchen
- ◆ Society for the Prevention of Cruelty to Animals
- ◆ Southern Poverty Law Center
- ◆ Special Equestrians
- ◆ Special Olympics
- ◆ St. Anne's Ukrainian Catholic Church
- ◆ St. Gabriel School
- ◆ St. Hubert High School
- ◆ St. Joseph's Preparatory School
- ◆ St. Joseph's University
- ◆ St. Jude Children's Research Hospital
- ◆ St. Mary Medical Center Foundation
- ◆ St. Mary's Franciscan Shelter
- ◆ Sterling College
- ◆ Susan G. Komen Breast Cancer Foundation
- ◆ Theological Seminary of St. Charles Borromeo
- ◆ Thunder's Angels Dog Rescue
- ◆ Tour de Shore Children's Foundation
- ◆ Transplant House (Gift of Life Family House)
- ◆ United Negro College Fund
- ◆ United Service Organizations Inc.
- ◆ United States Fund for UNICEF
- ◆ United Way
- ◆ University of Notre Dame
- ◆ University of Pennsylvania
- ◆ University of Scranton
- ◆ Urban Promise Ministries Inc.
- ◆ Villanova University
- ◆ Visiting Nurse Association of Greater Philadelphia
- ◆ Walnut Street Theatre Corporation
- ◆ Washington and Jefferson College
- ◆ Washington College
- ◆ Washington County Community Foundation
- ◆ Women's Humane Society
- ◆ Wetlands Institute
- ◆ World Meeting of Families – Philadelphia 2015
- ◆ World Wildlife Fund
- ◆ Wounded Warrior Project Inc.
- ◆ Younglife
- ◆ Zoological Society of Philadelphia

SANDMEYER STEEL COMPANY EMPLOYEE RECOGNITION DAY

As a result of COVID-19, there were some significant changes to our normal Recognition Day festivities on Friday, October 23, 2020. In lieu of a catered luncheon, **Ed Kicak** and **Terrill Bohnsack** distributed hoagies, chips, cookies, and drinks. In addition to the free lunch, all employees received a Wawa gift card and note from **Ron Sandmeyer, Jr.**, and **Rod Sandmeyer** saying "With special thanks and much appreciation during this challenging year!" Both day and night shifts worked their normal shifts, and there was no gathering in the plant as in the past for the awards ceremony. The presentation of the milestone service awards, stainless steel plaques for the two newest members of the 25-Year Club, and cash awards along with picture-taking were held outside on the front steps. The congratulatory handshake was replaced with the alternative elbow bump due to the coronavirus.



Ed Kicak offering Dan Grinnan and George Owens hoagies, chips, cookies, and a drink.

2 YEARS of Service Awards presented by Ron Sandmeyer, Jr.



Sue Donahue



Terrell Swinton



Braheem Hinton



Alex Gomez



Fred Goodman

5 YEARS of Service Awards presented by Ron Sandmeyer, Jr.



Ron Sandmeyer, Jr. presents Glenton Jackson with his Wawa gift card



Sonny Brisbon



Ed McCrossan



Will Lawlor



Jim Terway



Frank Kelly



Steve Wlodarczyk



Deano Thorpe

10 YEARS



Norval Robinson

15 YEARS



Delroy Myrie

20 YEARS of Service Awards presented by Ron Sandmeyer, Jr.



Kevin Wolf



Delroy Tracey



John Harkins



Konstantin Basarab



Ron Montague



Nadir Khan

25 YEARS of Service Plaques presented by Ron Sandmeyer, Jr. to the newest members of the 25-Year Club.



Dave Zwanetsky



Eric Barnaby

30 YEARS of Service Awards presented by Ron Sandmeyer, Jr.



Robert Tripp



Raj Shah



Lloyd James



Judy Grosso

35 & 40 YEARS of Service Awards presented by Ron Sandmeyer, Jr.



John Curley



35 Years of Service, Rod Sandmeyer, and 40 Years of Service, Ron Sandmeyer, Jr.



Tim Carroll

NEW ARRIVALS

New babies are making life sweeter for a few Sandmeyer families...



Audrey Mento (aka Grandmom) is thrilled to introduce her first grandchild, Nathan Kevin McLaughlin. Sweet little Nathan was born on July 8, 2020, weighing 7 lbs. 12 oz., and he was 20¼ inches long. Nathan's very excited parents are Audrey's daughter, Rachael, and son-in-law, John. Congratulations to all!



A warm welcome to the new little prince, Timothy James O'Neill. Timmy is the first grandchild for **Denise Gaffney** and her husband, Jim. Timmy was born on August 27, 2020, weighing 8 lbs. and was 21 inches long. His happy parents are Denise's daughter, Kelli, and her husband, Tim. Congratulations and Best Wishes!

Congratulations to **Benjamin Damoah** and his wife, Marian, on the birth of their daughter, Evanna Tiwaa Damoah. Evanna was born on July 13, 2020, weighing 6 lbs., 1 oz., and was 19¼ inches long. Best Wishes!



Rod Sandmeyer and his wife, Tracey, are beaming with joy on the birth of their granddaughter, Tessa Grace Stauffer. Precious little Tessa was born on August 14, 2020, weighing 8 lbs., 11 oz., and was 20 inches long. Tessa's proud parents are Lindsay and Kevin Stauffer, Rod's daughter and son-in-law. Congratulations to all!



Agnes and **Darius Basznianin** are excited and happy to announce the birth of their son, Adam Basznianin. Adorable Adam was born on July 17, 2020, weighing 7 lbs., 3 oz., and was 19½ inches long. Congratulations and much joy!



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